



Gender pay gap report

We worked with one of our associate education experts, Nick Bulmer, to create a template report for gender pay gap data.

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Snapshot date: 31/03/2018

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	23.34%	41.19%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0	0

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	17.07%	24.69%	40.24%	41.98%
Female (% females to all employees in each quartile)	82.93%	75.31%	59.76%	58.02%

Supporting statement

I confirm that the information published here is accurate.

Signature: *Nick Bulmer* Date: 21.3.18

Status/position: Executive Finance Director

Optional supporting narrative

As an Educational trust, our personnel comprise of both teaching and support staff. Teaching colleagues are paid within our specified pay range and are incremented equally, based on performance, with no gender bias. For non-teaching colleagues pay scales set by the National Joint Council are used. All job roles are evaluated to ensure fair pay for the role and are advertised with no gender bias. All members of support staff working in the same titled role are paid within the same grade range, regardless of their gender.

Nick Bulmer is an HR advisor with HC Associates, and supports schools and academies with their HR issues. He regularly advises school clients, helping them through difficult or sensitive employment situations.

*This KeyDoc is featured in our article 'Gender pay gap reporting: template and requirements'. To read the article, visit <https://schoolleaders.thekeysupport.com> and enter the reference number **33610** in the search box.*